

# IDIS Corporate and Social Governance





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**The IDIS passion is embraced by our staff across the world. We recognise that IDIS's greatest resource is our people.**

# This is IDIS

IDIS is the largest manufacturer of South Korean-made video tech. Established in 1997, IDIS offers a range of video solutions to help corporate and public sector organizations keep their people and assets safe and secure across over 50 countries worldwide.

We are headquartered in Gyeonggi-do, South Korea and a trusted technology partner of small to large corporate and public sector organizations worldwide. IDIS has over 600 employees based at its offices and factory in South Korea and regional headquarters in the United States and Europe, with branch sales offices in Dubai, UAE and Ankara, Turkey.

We develop and manufacture our products at the next generation IDIS Smart Factory in South Korea. At the 42nd National Productivity Awards in 2018 (sponsored by the South Korean Ministry of Trade, Industry and Energy) IDIS was honored with a prestigious award for the customized and efficient design of our smart factory that today has a capacity to produce more than 1.4 million products per year.

The IDIS Smart Factory enables us to refine our production processes, reduce wastage and meet continued efficiency targets, while ensuring we adhere to all relevant legal requirements in terms of employee rights and working practices across our entire manufacturing, assembly, and product testing processes, as stated by the South Korean government and in compliance with the UK's Modern Slavery Act 2015.

We continue to review our policies, practices and how we identify any risks of modern slavery and other human rights anywhere within our supply chain. We have a continued commitment to ethical and responsible business practices, ensuring a policy of zero-tolerance to modern slavery anywhere within our supply chain.



**We have the  
vision for the next  
generation**

# Ethics and Governance

## Building trust through transparency

As a global company, IDIS works to a set of practices developed to maintain a system of checks and balances to comply with applicable laws and observe the human rights and wellbeing of our people and planet. Management and control are shared between our senior management team, shareholders, the board and CEO.

IDIS is a public South Korean limited company headquartered in Daejeon. In 2014, IDIS was listed on the Korean Securities Dealers Automated Quotations (KOSDAQ) market. IDIS is governed by the Korea & Futures Exchange Act and rules set out in the KOSDAQ market regulations.

IDIS complies with South Korea's Commercial Code that was developed to encourage transparency of taxation, corporate governance and to improve and supplement shareholder's appraisal rights. IDIS does not diverge from the Commercial Code and our annual report describes how this corporate governance is conducted each financial year.

IDIS is also ISO 9001 accredited which sets out our criteria for quality management. This standard is based on several quality management principles including a strong customer focus, the motivation and implication of our senior management team, our process approach and focus on continual improvement. Using ISO 9001 helps ensure that our customers get consistent, high-quality products and associated technical services, which in turn brings many benefits to our customers and business partners.

We always adhere to legal and regulatory requirements at both global and local levels and seek to be transparent in the way we do business. We believe in open and candid communications with our customers and partners that build trust to ensure mutual success.





ISO 9001

## Our Code of Conduct

IDIS operates a robust Code of Conduct with which all employees must adhere to. Our code of conduct applies to everyone who works for IDIS worldwide and to any third-party representing IDIS in any way. We also expect our business partners, including any subcontractors that cooperate with IDIS, to comply with our code of conduct. The company management ensures that business is conducted in an ethical way and in accordance with the code of conduct and we ensure that the company's policies are continually reviewed in accordance with changing regulation and codes of ethical conduct.

## Awareness and training

All employees are regularly provided with training and guidance on all aspects of our code of conduct, including modern slavery. IDIS business leaders will continue to ensure that the company is committed to upholding its values and providing a safe and fair working environment for all of its employees.



# Privacy, Data Integrity, and Cybersecurity

**Putting your privacy first and ensuring inherent cybersecurity by design**

## Introduction

At IDIS, we put our priority on protecting your personal information. Acknowledging the importance of your personal information, we strive to secure and carefully process the information you share with us. We value your trust. We hence provide notice regarding how we collect, use, and share your information. Our collection, use and sharing of your information is only based on your permission or were allowed by law. We've taken all the necessary steps to comply with EU General Data Protection Regulation (GDPR).





## Privacy Policy

We at IDIS help safeguard your data through technical data security and internal management procedures as well as physical data protection measures. In order to do so, your trust is paramount and thus, we take measures to protect your personal information.

In our [Privacy Policy](#), when we refer to "IDIS", "us", "we" or "our", we mean the IDIS companies which provide you with the IDIS website. Information on which IDIS companies are responsible for any personal information collected about you, is available on our Privacy Portal by clicking on the tab for your country.

While our privacy policy applies to all our services, we also have provided certain specific privacy supplements that contain additional information about our practices in connection with particular services. These supplements apply to your use of the services they cover. Additional consent will be obtained for certain data processing activities.

In most cases, IDIS will be the data controller. If you have any questions, comments, or concerns about any aspect of this policy or how IDIS handles your information please email our Privacy Team at [privacy@idisglobal.com](mailto:privacy@idisglobal.com).

## The EU General Data Protection Regulation



The General Data Protection Regulation (GDPR) is a directive under European Union (EU) law regarding data protection and privacy for all individuals within the EU and the way in which that data is processed.

IDIS has embraced GDPR and respects privacy rights globally. Since cyber-attacks and data breaches have become more prevalent, it is no surprise that governments want to hold organizations more accountable.

The responsibility of securely processing and storing video data rests with IDIS customers, making it crucial for them to work with a surveillance manufacturer they can trust and one that will give them the best tools available to support compliance.

IDIS offers surveillance solutions that align with GDPR Article 32 covering the processing of data securely and Article 35 regarding the processing of data within technology. Specifically, IDIS technology helps prevent data theft and allows public and private spaces to stay secure while complying with privacy.

In addition, [IDIS Critical Failover](#) also ensures there will never be a gap in customers' footage. Break ins to buildings not only puts physical assets at risk, but digital property that may contain sensitive and personal information. Critical Failover prevents the loss of vital recorded data during an array of fault conditions, ranging from network instability to power supply failure. This means an organization's data protection officer can quickly verify and report any breach no later than the 72 hours as prescribed in GDPR Article 33.

GDPR cites that surveillance footage should only be stored for a length of time that is appropriate to the application. By using the IDIS storage quota functionality, customers can set different retention times for a camera or groups of cameras. For instance, a retail outlet may need to retain footage of financial transactions for a period of 90 days, while for more general areas GDPR recommends a maximum of 30-days.

IDIS technologies such as Privacy Masking and Critical Failover cannot themselves be GDPR compliant. However, right from the design and development phase, IDIS now considers how products and solutions can assist organizations in deploying and operating GDPR compliant systems.

In addition, IDIS Privacy Masking technology allows customers to mask people in high-traffic areas such as shops or offices as well as areas they want to remain confidential. This feature supports customers when providing video evidence. The way in which IDIS applies this technology means that the original video footage cannot be manipulated or changed. Further, the IDIS proprietary technology, Chained Fingerprint, allows users to detect any sign of tampering or alteration, so users are assured of the integrity of surveillance data itself to provide video evidence that is robust enough to stand up in court.

## The U.S. John S. McCain National Defense Authorization Act (NDAA)

The John S. McCain National Defense Authorization Act (NDAA) for Fiscal Year 2019 was signed into United States of America law on August 13, 2018, and effective from August 2020. The Act establishes a more aggressive stance on U.S. cybersecurity policy, stating that “all instruments of national power” will be used to defend, deter, and respond to significant cyber threats.

The law, specifically Section 889, prohibits federal agencies, their contractors and grant or loan recipients from procuring or using “telecommunications and video surveillance equipment or services” from specific Chinese companies as a “substantial or essential component of any system, or as critical technology as part of any system.” The NDAA ban includes telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation, as well as video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company.

NDAA-compliant, end-to-end solutions for organizations of all sizes.



**NDAA**  
Compliant

-to-end solutions  
any size



IDIS provides a range of NDAA-compliant products, which includes solutions marketed to the US federal government, Department of Defense (DoD), and associated contractors. Our comprehensive range of NDAA-compliant network cameras, video recorders (NVRs), analytics appliances, and accessories do not use or deploy critical components or System-on-a-Chip (SOC) circuits produced by NDAA banned component vendors, making them compliant with the NDAA. For more information and the complete list of IDIS NDAA-compliant products, please go to <https://www.idisglobal.com/index/ndaa>.

**Korean-Made  
Video Tech That Users  
Can Trust**



**we empower each other to grow and succeed.**

# People and Communities

## Working by your side

IDIS is committed to upholding the human rights of its employees and we ensure our employees are treated with dignity and respect. Our business practices are designed to foster a respectful culture of diverse perspectives, mutual collaboration, and sustainable growth.

IDIS operates with over 100 strategic partners around the world. As part of our guiding principle of mutual success, we are vigilant about conducting business with companies that share our values and respect for human rights. This means our policies, such as modern slavery, relate to not only the people within our company, but also those that work with us including our value-added distributors and strategic system integration partners.

We empower our people with the same opportunities to professionally develop and succeed regardless of gender, race, culture, religion, geography, or background. By engaging and training, mentoring and nurturing, as well as sharing best practice, we encourage our employees to excel and help guide the company's future.



We establish and maintain optimal workplace conditions wherever our facilities are geographically located to protect the wellbeing of our employees, customers, partners, and communities.

We also support a culture of proactive mental and physical health and wellbeing through team building activities, sports days, and fundraisers.

IDIS has a long tradition of supporting social welfare and community development projects and we actively encourage employees in philanthropic activities near our facilities. We look to support projects that positively impact local communities by utilizing our expertise and technology, or by lending a helping hand to those in crisis.



## Our Latest Community Projects



### North Texas non-profit Emily's Place is the first beneficiary of the IDIS "Create a Better World" Campaign

IDIS America's donation of technology from its next-generation video surveillance Total Solution supports the Texas facility's efforts to provide a safe environment for those looking to escape domestic abuse and transform their lives

[READ MORE](#)



### IDIS and systems integrator partner, ISD Tech, support the UK's Men's Shed community wellbeing project

[READ MORE](#)



**Donated IDIS video surveillance system featured on the BBC's award-winning TV show DIY SOS**

[READ MORE](#)



**High-quality IDIS funded video surveillance solution enhances situational awareness for Texas community**

[READ MORE](#)

# Environment

## Our planet is a community, not a commodity

### Protecting our environment in the way we work

Today, more than ever before, IDIS understands the importance of operating sustainably and playing our part to protect the world around us. It is up to all of us to reduce waste; to use materials and energy with more care; and to remember that today's natural environment is an irreplaceable gift that, once lost, is lost forever. Despite the challenges of the COVID-19 pandemic, IDIS has made headway reducing our TOE (ton of oil equivalent energy consumption) with measures including more efficient use of heating and ventilation in our offices and smart factory.

As we work hard to grow our business, and to share our increasing success with our distribution and integration partners globally, we are also committed to finding new ways to reduce the negative impact of what we do. We must reduce our energy consumption, improve operating efficiency, and remember the harm that waste can do once released into the environment, including plastic and packaging. So, we are striving to continually find new ways to reduce and recycle, and we encourage all our employees and partners to share this vision and to contribute with both ideas and action.





## Reduced manufacturing impact

Our commitment to responsible environmental stewardship has resulted in a series of steps to reduce waste across our Six Sigma led manufacturing processes at the IDIS Smart Factory, which is not a direct user of gas or coal. The IDIS Smart Factory received a presidential citation and National Productivity Award in an awards program sponsored by the South Korean Ministry of Trade, Industry and Energy in 2018 for its process efficiency and zero-waste production processes.



ISO 14001

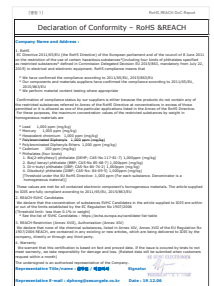
## Efficiencies for 2022 and beyond

The new IDIS factory, due to come online in 2023, is being built to the latest environmental standards and will operate with improved energy efficiency. During 2019–2020 we began to streamline our logistics processes, and achieved efficiencies in the way we re-use and deliver demo kit to our global network of distributors and integration partners. For example, we now bundle deliveries and use international trade shows as a way to supply equipment to our local offices and distribution partners, which serve entire regions, instead of relying on hundreds of separate consignments. This focus on supply chain efficiency will become increasingly important as our business grows.



## Hazardous substances and the environment

In 2006, IDIS became the first digital recorder manufacturer to be compliant with the Restriction of Hazardous Substances (RoHS) Directive. This RoHS certification means that we have eliminated substances in our products that have harmful effects on the environment, pollute landfill sites and are dangerous in terms of occupational exposure during manufacturing and recycling. Today we continue to work diligently to make safer every stage of our product life cycle.



RoHS & REACH

## Our renewed commitment to recycling

Our global operations also follow ISO14001 standards to ensure the safe recycling of waste. In addition, under the Waste Electrical and Electronic Equipment (WEEE) Directive, when customers buy new product from IDIS they are entitled to; send old equipment for recycling on a one-for-one, like-for-like basis (this varies depending on the country); send the new equipment back for recycling when this ultimately becomes waste. We have adapted our packaging to make better use of recycled materials. Today our products are boxed and shipped in recyclable cardboard, while our senior executives continue to collaborate with our supply chain partners to research and identify new materials to further lessen the impact of our packaging on the environment.

## Video solutions built to last with energy efficiency at their heart

Through innovative design and engineering our cameras and NVRs are more energy efficient compared with competitive products and help customers reduce their carbon footprint. We continue to strive to make leaps in cutting edge design as we know that even minor improvements can be a force multiplier in reducing energy consumption considering the millions of IDIS products utilized across the world.

A key benefit of IDIS's DirectIP® end-to-end technology is the reduced environmental impact it enables in video applications globally through faster installation and maintenance, meaning fewer engineers on the road. Its hierarchical connection structure and NVRs that come with in-built PoE switches means less cabling and eliminates the need for PoE switches reducing the environmental impact.

IDIS also launched DirectCX® in 2015 to make it possible for customers to use existing coaxial infrastructure, which offers major savings for older buildings and at historical sites through less recycling, the elimination of disruptive civil engineering work, and the implementation of new cabling. IDIS Intelligent Codec also reduces video data and bandwidth requirements by up to 90%, improving wireless transmission of HD video and optimizing storage requirements, which in turn means less electronic equipment and power.



In addition, IDIS offers industry leading warranties on its cameras and recorders, and we ensure that future innovations are backward compatible with existing equipment and software. This is testament to superior South Korean design and development of electronic equipment that is built to last. Our strategy is to extend the lifecycle of our customers' video solutions, reducing the commonplace ripping and replacing of surveillance systems every few years and the constant need to upgrade cameras and other hardware. As businesses adapt to using cleaner energy, IDIS is well positioned to support them to meet reductions in carbon emissions and reduce the burden of future green and eco taxes.



**Create a Better World**

# Supplier Responsibility

## Partnering for mutual success

At IDIS we recognize that we will only be able to achieve our growth aspirations by forging close, effective, and sustainable supplier relationships. Our guiding principle of mutual success means we are dedicated to responsible and sustainable corporate management and continue in our commitment to upholding internationally proclaimed human rights of all people across all our business interactions. A strategic part of that approach is to prevent modern slavery as our responsibility as an ethical and sustainable business.

By working closely with our partners, we focus our actions on ensuring corporate governance and the economic, social, and environmental impacts of our business. The IDIS supply chain is supported by a wide variety of expertise in order to optimize our size, reach, and operational precision. We work hard with our partners to choose the lowest impact methods of transportation from our production facilities in South Korea out to our network of international distribution hubs. We constantly seek new ways to streamline our logistics model to achieve greater efficiencies.



Each year we invite our customers to meet with our board and senior management teams to drive positive change in the way we do business; to commit to upholding and respecting human rights; by making changes to product design; adding new features and functionality to combat real-world challenges; and adapting our packaging to help our partners and their customers reduce their environmental footprints.

We also work diligently to support diversity across our employees and within our supplier network. We promote mutually beneficial relationships with both small and large businesses and those owned by minorities and women.

The IDIS ethos of integrity, observing high ethical standards and building long-term, mutually beneficial partnerships are tantamount to our healthy growth. Our business strategy is designed to add value across our supply chains. This means we generate profitable and trusted success for our suppliers, distributors, systems integrators, and return on investment for end users.



# IDIS Corporate and Social Governance

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